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MEMORANDUM FOR: General Counsel

SUBJECT: H. R. 4692, To Amend Public Law 106, 79th Congress,
with Regard to Compensation for Overtime and Holiday
Employment

1. This office has reviewed the subject Bill and recommends that the Agency support this proposal if appropriate budgetary considerations warrant assumption of the increased costs of paying higher overtime rates. Although the bill is also for the stated purpose of amending P. L. 106 with regard to holiday employment as well, it fails to amend section 203 of that law which governs holiday compensation. (However, line 9 could be interpreted to include holiday employment as well as overtime.)

2. Presently, a time-and-one-half rate for overtime applies to employees whose basic rate of compensation is \$2980 per annum or less. (This was equivalent to a GS-9 grade at the time P. L. 106 was enacted.) The overtime rate is progressively reduced at higher salary levels on the basis of a per annum scale provided in P. L. 106. At a basic \$10,200 salary, an employee's overtime rate is \$1.51 per hour as compared with a regular salary rate of \$4.90. No overtime can be paid to an employee whose basic salary is \$10,300 nor to an employee at a lower rate if the overtime payment would bring his gross salary earned over the \$10,300 figure.

3. H. R. 4692 would establish the GS-9 salary level (currently \$5060 per annum) as the maximum rate for a true time-and-one-half overtime rate and would apply the GS-9 rate to overtime at higher levels. However, the \$10,300 limitation would still obtain. The new proposal would also provide for compensatory leave at a time-and-one-half rate rather than on the equivalent time basis now applied.



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GEORGE E. MELOON
Personnel Director

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L. K. White
Acting Deputy Director
(Administration)

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Remarks:

It does not appear that any action on the part of CIA is warranted, since this legislative proposal apparently would not affect us differently than any other Federal Agency.

Keep track. No special action.

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